

## Professional Experience

Visión y Compromiso, Los Angeles, CA

January 2008-present

### **Associate Director**

#### Achievements:

- Provide technical assistance and guidance to new and existing outreach and education programs throughout California that work with Promotores and Community Health Workers and seen as an industry leader.
- Presented with a California State Legislature resolution by Assembly Member Manuel Perez in 2009 which acknowledges my work as a leader with Promotores in the state of California.
- Initiated and developed the policy advocacy work for the organization which has led to the creation of a specialized community training course on advocacy and leadership skill building and the growth of the organization's advocacy arm.
- The initiation of an Institute of Promotores and community health workers.
- Organizational development that is allowing for successful fundraising, expansion of Visión y Compromiso's work and effective program management.

#### Responsibilities:

- Conduct, with the Executive Director, all aspects of strategic planning, management and administration of Visión y Compromiso. Including the management of grants and contracts and the development of the organization's infrastructure.
  - Hire, train, and supervise all program staff and volunteers throughout the state of California.
  - Provide leadership to develop, monitor and evaluate new and existing programs and strategies. Including the development of logic models, work plans and budgets.
  - Compile all relevant data in order to complete reports for funders.
  - Supervise the direction of all of the activities of the 13 regional working groups affiliated with the Network of Promotores and Community Health Workers.
  - Direct and coordinate the activities of the annual legislative day for Promotores and Community Health Workers.
  - Direct the planning, execution and evaluation of the annual statewide conference of Promotores and Community Health Workers.
  - Establish new and foster existing relationships with potential partners in order to benefit Promotores and Community Health Workers statewide.
  - Represent the organization and its interests at local, state and national meetings.
  - Serve as the media spokesperson for the organization.
-

July 2004-December 2007

**Director of the California Network of Promotores and Community Health Workers**

Achievements

- Expanded the Network from 4 regions to 10 regions, organizing local working groups (comités), developing annual work plans that included an evaluation, creating the necessary infrastructure to ensure each group's success. Growth represents a shift from 10 community members engaged to 100 people from a variety of organizations serving on our comités and the establishment of a volunteer regional coordinator in each area.
- Organized and directed the largest conference in the country for Promotores and Community Health Workers in 2004, convening 400 participants to the present having convened 900 participants in 2007, 2008 and 2009.
- Organized and directed the largest legislative day in Sacramento for Promotores and Community Health Workers inclusive of training in policy advocacy.

Responsibilities

- Build and establish relationships with local stakeholders in order to organize a local network and coalition of community workers.
- Identify Promotor groups and develop regional comites conducting a local needs assessment and work plan for each area. Inclusive of evaluation activities.
- Maintain constant communication with the members of our comites and consistent monitoring in order to successfully implement the activities of each work plan.
- Direct and coordinate the annual legislative day of Promotores and Community Health Workers in Sacramento.
- Direct, coordinate and monitor all aspects of the annual statewide Promotores and Community Health Workers conference, including recruiting and working with a volunteer organizing committee.

Planned Parenthood Los Angeles, Los Angeles, CA

January 2003-June 2004

**Interim Vice President of Community Services**

Achievements:

- Maintained the department intact, established systems of communication and provided staff with consistent feedback.
- Provided the department with proficient leadership during changing times.

Responsibilities:

- *Directed* the Education and Community Services Department (Staffing: 30 employees and 90 contractors)
  - *Supervised* seven education and community outreach programs
  - *Represented* Planned Parenthood Los Angeles with the media,
-

community partners, and funders as well as within the network of Planned Parenthood affiliates throughout the country.

- *Created and Directed* Annual Plan of Operation, Annual Performance Goal and conducted Annual Performance Appraisals

**Director, Promotoras Comunitarias Training Program  
August 1991-January 2003**

Achievements

- Developed the first Latino outreach, education and training program for women of the Boyle Heights and East Los Angeles region to become Promotoras Comunitarias. It was the first of its kind in the state of California.
- Established key relationships with community leaders in order to promote the program and mission of Planned Parenthood Los Angeles in this part of the city and as a result the organization is recognized locally as a trusted source for reproductive and sexuality health information.
- Initial goal was to train 60 women over two years, after 10 years the program had provided training for over 350 women of 6 diverse areas of Los Angeles County.
- Expanded the program to include other educational components that worked with adults and teens to prevent pregnancy and facilitate access to care as well as a patient liaison project that helped clients in the clinics navigate their way through their visits.
- Re-engineered outreach and education activities to focus on specific areas and thus established the 6 regions of the program.
- Developed the 15-session curriculum and 160 hour training program currently used by Planned Parenthood Los Angeles.

Responsibilities

- Recruited and trained community women to serve their communities as Promotoras.
  - Monitored the health education and outreach of each Promotora.
  - Developed and implemented evaluation tools in conjunction with program staff.
  - Developed and monitored programmatic budget.
  - Updated core curriculum in conjunction with program staff.
  - Hired, trained and monitored program staff.
  - Supervised the daily operations of each program component.
  - Developed programmatic reports.
  - Worked closely with the public affairs department, clinical services department and the development department in order to carry out the program.
  - Served as the national Spanish language media spokesperson for the Planned Parenthood Federation.
-

## **Additional Accomplishments**

Advisory Member, Walking in Community, a Project of Community Partners, 2009-present  
Co-Founding Board Member, California Latinas for Reproductive Justice 2004- present  
Member, California Latino Advisory Board, March of Dimes, 2005-2007  
Member, of the Advisory Committee for the National Community Health Worker Educational Collaborative 2005-2008  
Member, Los Angeles Mayor James Hahn's Office of Immigrant Affairs Advisory Board, 2004-2005  
Co-Founder, Visión y Compromiso 2001  
Member, Senator Charles Calderon's Women's Advisory Committee, 1993-1995

## **Education**

Scripps College, Claremont, CA  
**Bachelor of Arts, Psychology**  
May 1990

## **Continued Education**

Women's Policy Institute Fellow 2004, The Women's Foundation of California  
CORO Fellow 2005, Health Leadership Program, CORO of Southern California

## **Awards**

Los Angeles Women's Foundation Mentor Award, 1999  
Comisión Femenil de Los Angeles, Health Leadership Award, 2001  
California State Legislature Resolution, 2009

## **Languages Spoken and Written**

Fluent in English and Spanish

---